



UNITED STATES PATENT AND TRADEMARK OFFICE

UNITED STATES DEPARTMENT OF COMMERCE
United States Patent and Trademark Office
Address: COMMISSIONER FOR PATENTS
P.O. Box 1450
Alexandria, Virginia 22313-1450
www.uspto.gov

APPLICATION NO.	FILING DATE	FIRST NAMED INVENTOR	ATTORNEY DOCKET NO.	CONFIRMATION NO.
10/848,809	05/19/2004	Steven C. Black	15854.4	6228
22913	7590	12/19/2008		
Workman Nydegger 1000 Eagle Gate Tower 60 East South Temple Salt Lake City, UT 84111				
EXAMINER				
SENSENG, SHAUN D				
ART UNIT		PAPER NUMBER		
3629				
MAIL DATE		DELIVERY MODE		
12/19/2008		PAPER		

Please find below and/or attached an Office communication concerning this application or proceeding.

The time period for reply, if any, is set in the attached communication.

Office Action Summary

Application No.

10/848,809

Applicant(s)

BLACK ET AL.

Examiner

Shaun Sensenig

Art Unit

3629

Period for Reply -- The MAILING DATE of this communication appears on the cover sheet with the correspondence address --

A SHORTENED STATUTORY PERIOD FOR REPLY IS SET TO EXPIRE 3 MONTH(S) OR THIRTY (30) DAYS, WHICHEVER IS LONGER, FROM THE MAILING DATE OF THIS COMMUNICATION.

- Extensions of time may be available under the provisions of 37 CFR 1.136(a). In no event, however, may a reply be timely filed after SIX (6) MONTHS from the mailing date of this communication.
- If NO period for reply is specified above, the maximum statutory period will apply and will expire SIX (6) MONTHS from the mailing date of this communication.
- Failure to reply within the set or extended period for reply will, by statute, cause the application to become ABANDONED (35 U.S.C. § 133). Any reply received by the Office later than three months after the mailing date of this communication, even if timely filed, may reduce any earned patent term adjustment. See 37 CFR 1.704(b).

Status

- 1) ☐ Responsive to communication(s) filed on ____.
- 2a) ☐ This action is **FINAL**. 2b) ☒ This action is non-final.
- 3) ☐ Since this application is in condition for allowance except for formal matters, prosecution as to the merits is closed in accordance with the practice under *Ex parte Quayle*, 1935 C.D. 11, 453 O.G. 213.

Disposition of Claims

- 4) ☒ Claim(s) 1-11, 15-18 and 29-34 is/are pending in the application.
- 4a) Of the above claim(s) none is/are withdrawn from consideration.
- 5) ☐ Claim(s) ____ is/are allowed.
- 6) ☒ Claim(s) 12-14 and 23-28 is/are rejected.
- 7) ☐ Claim(s) ____ is/are objected to.
- 8) ☐ Claim(s) ____ are subject to restriction and/or election requirement.

Application Papers

- 9) ☐ The specification is objected to by the Examiner.
- 10) ☐ The drawing(s) filed on ____ is/are: a) ☐ accepted or b) ☐ objected to by the Examiner.
Applicant may not request that any objection to the drawing(s) be held in abeyance. See 37 CFR 1.85(a).
Replacement drawing sheet(s) including the correction is required if the drawing(s) is objected to. See 37 CFR 1.121(d).
- 11) ☐ The oath or declaration is objected to by the Examiner. Note the attached Office Action or form PTO-152.

Priority under 35 U.S.C. § 119

- 12) ☐ Acknowledgment is made of a claim for foreign priority under 35 U.S.C. § 119(a)-(d) or (f).
- a) ☐ All b) ☐ Some * c) ☐ None of:
1. ☐ Certified copies of the priority documents have been received.
 2. ☐ Certified copies of the priority documents have been received in Application No. ____.
 3. ☐ Copies of the certified copies of the priority documents have been received in this National Stage application from the International Bureau (PCT Rule 17.2(a)).

* See the attached detailed Office action for a list of the certified copies not received.

Attachment(s)

- 1) ☒ Notice of References Cited (PTO-892)
- 2) ☐ Notice of Draftsperson's Patent Drawing Review (PTO-948)
- 3) ☐ Information Disclosure Statement(s) (PTO-8508)
Paper No(s)/Mail Date ____.

- 4) ☐ Interview Summary (PTO-413)
Paper No(s)/Mail Date ____.
- 5) ☐ Notice of Informal Patent Application
- 6) ☐ Other: ____.

DETAILED ACTION

This action is in response to papers filed on September 8, 2008.

No claims have been amended.

Claims 12-14 and 23-28 have been withdrawn.

Claims 19-22 have been cancelled.

Claims 29-34 have been added.

Claims 1-11, 15-18, and 29-34 are pending.

Claim Rejections - 35 USC § 101

1. Claim 1-10 and 29-34 are rejected under 35 U.S.C. 101 based on Supreme Court precedent, and recent Federal Circuit decisions, the Office's guidance to examiners is that a § 101 process must entail the use of a specific machine or transformation of an article which must impose meaningful limits on the claim's scope to impart patent-eligibility. See *Gottschalk v. Benson*, 409 U.S. 63, 71-72 (1972). Second, the involvement of the machine or transformation in the claimed process must not merely be insignificant extra-solution activity. See *Parker v. Flook*, 437 U.S. 584, 590 (1978). The "client-server environment", as presented in claim 1, performs the insignificant extra-solution activity of generating without performing any processing activities. Moreover, while the claimed process contains physical steps (generating, making, updating), it does not involve transforming an article into a different state or thing. Therefore, Applicants' claim is not drawn to patent-eligible subject matter under § 101.

Claim Rejections - 35 USC § 103

2. The following is a quotation of 35 U.S.C. 103(a) which forms the basis for all obviousness rejections set forth in this Office action:

(a) A patent may not be obtained though the invention is not identically disclosed or described as set forth in section 102 of this title, if the differences between the subject matter sought to be patented and the prior art are such that the subject matter as a whole would have been obvious at the time the invention was made to a person having ordinary skill in the art to which said subject matter pertains. Patentability shall not be negated by the manner in which the invention was made.

3. The factual inquiries set forth in *Graham v. John Deere Co.*, 383 U.S. 1, 148 USPQ 459 (1966), that are applied for establishing a background for determining obviousness under 35 U.S.C. 103(a) are summarized as follows:

1. Determining the scope and contents of the prior art.
2. Ascertaining the differences between the prior art and the claims at issue.
3. Resolving the level of ordinary skill in the pertinent art.
4. Considering objective evidence present in the application indicating obviousness or nonobviousness.

4. **Claims 1-11 and 29-33 are rejected under 35 U.S.C. 103(a) as being unpatentable over Exall et al. (Patent No. US 7,330, 817 B1) (hereafter referred to as Exall) in view of Peace Crops Applicant Toolkit (hereafter referred to as PC).**

5. In regards to **Claims 1 and 11**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, the method comprising:

generating a plurality of human resources compliance forms that substantially conform to predetermined legal criteria; (Column 4, lines 54-67 and Column 5, lines 1-7, shows the creation of forms in relation to predetermined legal criteria)

updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria; (Column 5, lines 1-7, *shows updates based on changes in legal criteria*) and

making the updated human resources compliance form available to the client. (Column 4, lines 54-67 and Column 5, lines 1-7, *shows forms being updated while currently available to the client*)

Exall discloses making the plurality of human resources compliance forms available to a client (Column 4, lines 54-67 and Column 5, lines 1-7, *shows forms being available to the client*) and legal criteria data corresponding to the client; (Column 5, lines 1-7, *shows legal data relating to the client*). Exall does not explicitly disclose activities performed in a specific order based on status and legal requirements, however PC teaches activities performed in a specific order based on status and legal requirements. (Pages 4-9, *steps 3 and 5-9 show steps being done in a specific order in which each step must be completed before the next one is started based on status and legal requirements*)

It would have been obvious to one of ordinary skill in the art, at the time of the invention, to have modified the system of Exall so as to have included the activities performed in a specific order based on status and legal requirements taught by PC in order to ensure efficiency and reliability by not allowing the client to perform activities in an order that is well-known to be legally non-compliant or to perform activities in an order that is considered to be procedurally inefficient or unnecessary, since doing so

could be performed readily and easily by any person of ordinary skill in the art, with neither undue experimentation, nor risk of unexpected results.

6. In regards to **Claim 2**, Exall discloses wherein forms related to the screening of applicants and the hiring of employees are made available (Abstract, lines 2-3; Column 4, lines 54-67; and Column 5, lines 1-7), but Exall does not disclose the specific forms that are provided (a first rejection letter form, a second rejection letter form, a conditional acceptance letter form, a drug screening authorization form, background screening authorization form, a third rejection letter form, an intent-not-to-hire letter form, and a new hire document). However, it would have been obvious to one of ordinary skill in the art, at the time of the invention, to have included these or similar forms as available resources since the actions they represent are common among human resource functions.

7. In regards to **Claim 3**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the predetermined legal criteria and human resources compliance forms correspond to employee hiring. (Column 16, lines 34-46)

8. In regards to **Claim 4**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the predetermined legal criteria and human resources compliance forms correspond to employee termination. (Column 20, line 1)

9. In regards to **Claim 5**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the predetermined legal criteria and human resources compliance forms correspond to employee training. (Column 4, lines 12-16)

10. In regards to **Claim 6**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the predetermined legal criteria and human resources compliance forms correspond to employee compensation. (Column 2, lines 60-63 and Column 22, lines 23-24)

11. In regards to **Claim 7**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the status data corresponds to at least one of a client characteristic and an employee of the client. (Column 9, lines 7-21)

12. In regards to **Claim 8**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein generating the human resources compliance forms includes receiving the status data from the client. (Column 9, lines 7-21)

13. In regards to **Claim 9**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the status data is received from a third party. (Column 9, lines 7-21)

14. In regards to **Claim 10**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the status data is received from a third party resource. (Column 9, lines 7-21)

15. In regards to **Claim 29**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria comprises dynamically updating, in automatic response to a determination that a change in a law has occurred, at least one of the plurality of human resources compliance forms to accommodate the change in the law. (Column 4, lines 54-67 and Column 5, lines 1-7)

16. In regards to **Claim 30**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein updating, as required, at least one of the plurality of human resources compliance forms to conform with a change in the legal criteria comprises: automatically determining that the change in a law created a conflict with an existing one of the plurality of human resources compliance forms; and automatically updating the existing human resources compliance form to accommodate the change in the law. (Column 4, lines 54-67 and Column 5, lines 1-7)

17. In regards to **Claim 31**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein making the updated human resources

compliance form available to the client comprises making the updated human resources compliance form available to the client in an order that is dynamically updated to accommodate the change in the legal criteria. (Column 4, lines 54-67 and Column 5, lines 1-7)

18. In regards to **Claim 32**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, further comprising: generating a notice regarding the change in the legal criteria; and making the notice available to the client. (Column 9, lines 21-40)

19. In regards to **Claim 33**, Exall discloses:

In a client-server environment, a method for facilitating the management of human resources compliance efforts, wherein the notice advises the client of the change in the legal criteria and instructs the client of the steps that should be taken to remain compliant with the change in the legal criteria. (Column 9, lines 21-40)

20. Claims 15-18 are rejected under 35 U.S.C. 103(a) as being unpatentable over Exall in view of PC in further view of Warady et al. (Patent Number 6,067,522) (hereafter referred to as Warady).

21. In regards to **Claim 15**, Exall discloses:

In a client-server environment, a user interface provided by a server for facilitating the management of human resources compliance efforts, the user interface comprising:

an interface configured to provide a client access to a plurality of forms for use in a human resources process, wherein client access to the forms is controlled at least in part by legal criteria governing the human resources process, and wherein at least one of the forms is dynamically updated by the server to reflect changes in the legal criteria; (Column 4, lines 54-67 and Column 5, lines 1-7, *shows forms in relation to predetermined legal criteria, shows forms being available to the client, and shows updates based on changes in legal criteria* and Column 6, lines 62-63, *shows an interface used to interact with the system*)

an interface configured to reflect changes in the legal criteria; (Column 4, lines 16-20, *shows capabilities to monitor legal criteria changes*, and Column 6, lines 62-63, *shows an interface used to interact with the system*) and

Exall does not explicitly disclose materials available in a specific order based on status and legal requirements, however PC teaches materials available in a specific order based on status and legal requirements. (Pages 4-9, *steps 3 and 5-9 show steps being done in a specific order in which each step must be completed before the next one is started based on status and legal requirements*)

It would have been obvious to one of ordinary skill in the art, at the time of the invention, to have modified the system of Exall so as to have included the materials available in a specific order based on status and legal requirements taught by PC in order to ensure efficiency and reliability by not allowing the client to perform activities in an order that is well-known to be legally non-compliant or to perform activities in an order that is considered to be procedurally inefficient or unnecessary, since doing so

could be performed readily and easily by any person of ordinary skill in the art, with neither undue experimentation, nor risk of unexpected results.

Neither Exall nor PC explicitly disclose an interface configured to reflect status data of employees working for the client including form customization for the employee, however Warady teaches:

an interface configured to reflect status data of employees working for the client, the at least one updated form being customized for at least one of the employees based on the status of the at least one employee. (Column 1, lines 45-46, *shows customization of forms for employees*; Column 5, lines 12-13, *shows employee files containing status information*; Column 8, lines 27-31, *shows an interface to manage employee files*; and Column 9, lines 47-58, *shows employee data being updated by an external entity*)

It would have been obvious to one of ordinary skill in the art, at the time of the invention, to have further modified the system of Exall so as to have included an interface configured to reflect status data of employees working for the client including form customization for the employee taught by Warady in order to increase efficiency and usability by allowing users to monitor progression and by tailoring materials to the users specific needs, since doing so could be performed readily and easily by any person of ordinary skill in the art, with neither undue experimentation, nor risk of unexpected results.

Examiner's Note: Examiner points out that the prior art pertains to an interface capable of showing multiple types of information and/or separate interfaces intended for

different types of information, however, these would be equivalent to an interface containing three portions due to the fact that they present equivalent information differing only by visual format .

22. In regards to **Claim 16**, Neither Exall nor PC explicitly disclose the ability of a client to modify data used to auto-populate forms, however it would have been obvious to one of ordinary skill in the art, at the time of the invention, to have further modified the system of Exall so as to have included the ability of a client to modify data used to auto-populate forms in order to reduce errors and any resulting problems by retaining the ability to correct any errors, since doing so could be performed readily and easily by any person of ordinary skill in the art, with neither undue experimentation, nor risk of unexpected results.

23. In regards to **Claim 17**, Exall discloses:

In a client-server environment, a user interface provided by a server for facilitating the management of human resources compliance efforts, wherein the forms are customized according to client characteristics. (Column 2, lines 25-27)

24. In regards to **Claim 18**, Exall discloses:

In a client-server environment, a user interface provided by a server for facilitating the management of human resources compliance efforts, further including an interface portion configured to display training materials and to track training progress. (Column 4, lines 12-16; Column 5, lines 10-12; and Column 12, lines 40-42)

25. Claim 34 is rejected under 35 U.S.C. 103(a) as being unpatentable over Exall in view of PC in further view of Jinks (Pub. No. US 2002/0055862 A1).

In regards to **Claim 34**, Exall discloses: making the at least one updated form available to the client. (Column 4, lines 54-67 and Column 5, lines 1-7t)

Neither Exall nor PC explicitly disclose auto-populating the forms with data, however Jinks teaches auto-populating the forms with data; ([0035], line 12)

It would have been obvious to one of ordinary skill in the art, at the time of the invention, to have further modified the system of Exall so as to have included auto-populating the forms with data as taught by PC in order to increase usability and efficiency by reducing redundant work, since doing so could be performed readily and easily by any person of ordinary skill in the art, with neither undue experimentation, nor risk of unexpected results.

Response to Arguments

Applicant's arguments filed September 8, 2008 are moot in view of the new grounds of rejection.

Conclusion

1. The prior art made of record and not relied upon is considered pertinent to applicant's disclosure. Barton (Pub. No. US 2002/0046074 A1)

A shortened statutory period for reply to this final action is set to expire THREE MONTHS from the mailing date of this action. In the event a first reply is filed within TWO MONTHS of the mailing date of this final action and the advisory action is not mailed until after the end of the THREE-MONTH shortened statutory period, then the

shortened statutory period will expire on the date the advisory action is mailed, and any extension fee pursuant to 37 CFR 1.136(a) will be calculated from the mailing date of the advisory action. In no event, however, will the statutory period for reply expire later than SIX MONTHS from the date of this final action.

Any inquiry concerning this communication or earlier communications from the examiner should be directed to Shaun Sensenig whose telephone number is (571) 270-5393. The examiner can normally be reached on Monday to Thursday 7:30 to 5:00 ET. If attempts to reach the examiner by telephone are unsuccessful, the examiner's supervisor, John Weiss can be reached on (571) 272-6812. The fax phone number for the organization where this application or proceeding is assigned is 571-273-8300.

Information regarding the status of an application may be obtained from the Patent Application Information Retrieval (PAIR) system. Status information for published applications may be obtained from either Private PAIR or Public PAIR. Status information for unpublished applications is available through Private PAIR only. For more information about the PAIR system, see <http://pair-direct.uspto.gov>. Should you have questions on access to the Private PAIR system, contact the Electronic Business Center (EBC) at 866-217-9197 (toll-free). If you would like assistance from a USPTO Customer Service Representative or access to the automated information system, call 800-786-9199 (IN USA OR CANADA) or 571-272-1000.

Application/Control Number: 10/848,809
Art Unit: 3629

Page 14

/John G. Weiss/
Supervisory Patent Examiner, Art Unit 3629